

**Sauk Valley Community College**  
**February 27, 2023**

**Action Item 4.3**

**Topic:** Administrator Appointment – Dean of Health Professions

**Mission:** Sauk Valley Community College is dedicated to teaching and scholarship while engaging the community in lifelong learning, public service, and economic development.

**Presented by:** Dr. David Hellmich and Dr. Jon Mandrell

**Presentation:**

The administration has been in the process of hiring a Dean of Health Professions. The position was advertised on-line on Sauk Valley Community College’s website, *Glassdoor.com*, and *Indeed.com*. Additionally, it was advertised in Sauk Valley Media (the *Dixon Telegraph* and the *Daily Gazette*). The College received two applications, and one internal candidate was invited to interview. The committee was composed of Kimberly Cole, Mary Beth Oswalt, Mandy Aldridge, Maggie Young, and Dr. Jon Mandrell.

*Academic background:* Pamela Eubanks graduated from University of Phoenix with a Master’s degree in Nursing and OSF St. Francis Medical Center College of Nursing with a Bachelor’s degree in Nursing. She attended Sauk Valley Community College.

*Professional background:* Since 2020, Pamela has been an Assistant Professor of Nursing and Retention Specialist at SVCC. She was the Director of the ICU, Medical/Surgical Unit, Pediatrics, and Internal Resource Team at KSB Hospital for five years as well as a Nurse Manager of Nursing Operations at OSF St. Anthony Medical Center for two years.

**Recommendation:**

The administration recommends that the Board of Trustees approve the appointment of Pamela Eubanks as the Dean of Health Professions beginning May 29, 2023, at an annual base salary of \$91,041.60.

# Pam Eubanks



January 9, 2023

Sauk Valley Community College  
173 IL Rt 2  
Dixon, IL 61021

To whom it may concern,

As a current nursing instructor at Sauk Valley Community College, I am seeking the position of Dean of Health Professions. With my vast nursing, leadership, and educational experience I feel I am highly suited for this position.

I have 29 years of nursing experience and I have held challenging leadership roles for many of these years. I believe in building strong relationships with team members, coworkers, students, and the community. I have no doubt my positive, team-centered attitude, along with my constant drive to produce solid results, will provide an advantage to Sauk Valley Community College.

In my position as a director and manager I was accountable for the hiring and evaluation of staff, ensuring we were aware of the desired goals, and achieving the high standards our organization strives for.

I understand the importance of financial management, in my previous leadership role as a Director of Nursing, I successfully created and maintained a balanced budget for my departments.

I work well in stressful situations and am adaptable to change recognizing the overall success of the students and SVCC are our goals. I am proud to be a member of the health professions program at Sauk Valley Community College, and I look forward to expanding my role in the academic excellence of the programs.

Sincerely,

Pam Eubanks, MSN, RN

# Pam Eubanks



## OBJECTIVE

Sauk Valley Community College Nursing Instructor, with 29 years of progressive nursing and leadership experience, seeking the Dean of Health Care Professions position. Demonstrates professionalism, provides effective leadership, informed decision making, nursing judgement and problem resolution.

## CAREER PROFILE

- Proven record of reliability and responsibility
- Strong analytical skills, capable of assessing conditions and implementing appropriate interventions
- Ability to communicate and make connections with peers, students, families, and community

## WORK HISTORY

- 08/2020-Present **Assistant Professor of Nursing and Retention Specialist:** Sauk Valley Community College, Dixon, IL  
Nursing Instructor for the Associate Degree Nursing program. Instructor for Advanced Med/Surg lecture, lab and clinical. Responsible for creating an interactive learning experience for the nursing students, incorporating theory to the clinical and lab setting. Developing the students' knowledge, skills, and critical thinking, to pass the NCLEX Board Exam, and provide safe, quality, and comforting patient care.
- Program Review and Curriculum Committee Member
  - Student Nurses Association of Illinois Advisor
  - CNA Instructor and Recertification Validator
- 06/2015-08/2020 **Director of Nursing:** KSB Hospital, Dixon, IL  
Director of ICU, Med/Surg, Pediatrics, and the Internal Resource Team, with 24/7 accountability for the professional nursing practice, as well as the professional development and education of 120 nursing staff and patient care assistants. Collaborate with interdisciplinary teams along with the Senior Nursing Director, and Chief Nursing Officer to enhance performance improvement and clinical outcomes. Create an environment of learning to promote high quality care and customer satisfaction.
- Improved Patient Experience, Quality and Patient Satisfaction Scores
  - Member of Patient Safety, Medication Management, Infection Control, Fall Prevention, Code Blue, Stroke, Sepsis, Patient Acuity/Staffing, Value Analysis, Taking Care to the Community committees. Recognizing wins and areas of improvement; develop education and training to improve outcomes.
  - Assisted in developing educational material and training for all nursing staff leading to a successful implementation of a new EMR
- 08/2014-06/2015 **Manager of Operations:** OSF Saint Anthony Medical Center, Rockford, IL  
Manager of Operations for the Cardiac/Neuro Specialty Section, including Critical Care, Neuro-Trauma Intensive Care, Cardiovascular Care and the Telemetry Stroke Unit in a Level I Trauma and Magnet designated hospital. Responsible for the daily operational activities of the departments. Coordinate resources to deliver high quality patient care resulting in positive patient outcomes and experiences along with meeting the strategic initiatives and financial goals of the hospital.
- Committee Member: Shared Governance, Stroke Education, Management Council, Nursing Development Sub-Council, STEMI Executive Committee, Cardiovascular Operations
  - Patient Experience Committee: Developed, presented, and trained the leadership team in conducting daily patient rounds to enhance the patient experience

05/2013-08/2014 **Clinical Nurse Manager:** OSF Saint Anthony Medical Center, Rockford, IL  
Nurse Manager for a 26 bed Cardio-Pulmonary Care department and 32 bed Telemetry/Stroke unit.  
Accountable for coordinating nursing services, ensuring delivery of quality patient care, and collaborating with physicians, patients, and the community to enhance positive relationships.

- Committee Member: Nursing Development Sub-Council, Patient Experience, Unit Practice Council, Management Council, and Stroke Steering.
- Patient Safety Coach, Leadership Coach, Epic Superuser, and Care Value Expert
- Speaker for Charge Nurse University, Preceptor Education, Management Transformation, and Patient Experience

03/2010 - 05/2013 **Clinical Resource Coordinator:** Rockford Memorial Hospital, Rockford, IL  
Hospital Supervisor for a 296 bed Level I Trauma Center. Responsible for the direct operation of the hospital collaborating with physicians, managers, and staff to ensure provision of hospital services, appropriate utilization of resources and resolution of issues. Promote excellence in customer service and maintain effective communication with internal and external customers.

- Member of Process Improvement Team
- Speaker for Charge Nurse Education Classes

09/2005 - 03/2010 **Clinical Shift Coordinator:** Rockford Memorial Hospital, Rockford, IL  
Charge nurse for a 22 bed Adult Critical Care Unit. Coordinate patient assignments, utilizing the appropriate staff to meet the needs of the patients and the unit. Resource and role model to staff by coordinating clinical and administrative nursing activities to ensure quality patient care is maintained.

04/2001 - 09/2005 **RN:** Rockford Memorial Hospital, Rockford, IL  
Provided quality bedside care in the Adult Critical Care Unit

01/1994 - 09/2001 **RN:** OSF St. Anthony Medical Center, Rockford, IL  
Provided quality bedside care in the Telemetry and Adult Medical/Surgical Intensive Care Unit

## EDUCATION

**University of Phoenix,** Tempe, AZ  
Master of Science in Nursing

**OSF Saint Francis Medical Center College of Nursing,** Peoria, IL  
Bachelor of Science in Nursing

## MEMBERSHIPS

American Organization of Nurse Educators  
American Organization of Nurse Leaders

## CERTIFICATIONS

BLS and Mental Health First Aid

## PROFESSIONAL

- Studor Group Leadership Conference
- NCLEX Review Courses
- Advisor for Student Nurses Association, 2021-present

## PERSONAL

- School Board Member for Chadwick/Milledgeville CUSD #399